The Boston Foundation
Deputy Vice President and Director of the
Campaign for a Greater Boston
Boston, MA
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About The Boston Foundation

As Greater Boston’s community foundation, the Boston Foundation devotes its resources to building and sustaining a vital, prosperous city and region, where justice and opportunity are extended to everyone. Through grantmaking, donor and funder partnerships, and civic leadership work, we seek to address critical challenges, achieve high-impact philanthropy, and serve as a hub and center for information, where ideas are shared, levers for change are identified, and common agendas for the future are developed.

Established in 1915, the Boston Foundation has served as the major philanthropy for Boston and is one of the nation’s oldest and largest community foundations, with more than $2.4B in total grantmaking to date and $1.5B in assets under management.

For more information on the Boston Foundation, please visit www.tbf.org.

The Boston Foundation’s New Pathway

At this pivotal time, the Boston Foundation has announced its New Pathway, inspired by the triple pandemic of COVID-19, the economic devastation it caused, and the very public exposure of the racial disparities that have long plagued our country. This triple pandemic underscored that there are two Bostons: one prosperous and well-off, and the other struggling to make ends meet in one of the most unequal cities in America.

Under this new vision, the Boston Foundation has identified core strategies to guide its work, which include:

- Amplifying the impact of the Boston Foundation’s civic leadership to create opportunity and equity
- Repairing the harm caused by systemic and structural economic, social, gender, and racial disparities across all dimensions in society
- Building and nourishing ideas and programs that contribute to an equitable and just society for marginalized communities
- Committing to closing racial wealth gaps
- Inspiring and collaborating with donors and partners to mobilize impactful philanthropy aligned with the Foundation’s strategic vision and core strategies
The Deputy Vice President and Director Opportunity

The Deputy Vice President and Director of the Campaign for A Greater Boston (Deputy Vice President and Director) will join a dynamic team of fundraising professionals to collaboratively lead the first multi-year, comprehensive campaign at the Boston Foundation, tentatively titled, “Campaign for a Greater Boston.” The campaign will run from at least 2024 up to 2030, the 400th anniversary of Boston’s founding.

The Deputy Vice President and Director will be responsible for leading the collaborative development and implementation of our campaign plan, providing external- and internal-facing leadership to ensure its success. The campaign will focus on building the Foundation’s discretionary endowment, expanding the Annual Campaign for Civic Leadership, and growing alignment with Foundation goals within the wider donor community. With success in this campaign, the Boston Foundation will foster transformative community impact through priorities aligned with its new, equity-centered vision.

Working with a wide variety of external communities and across the organization, the Deputy Vice President and Director will serve as a bridge-builder, identifying opportunities to deepen collaboration towards the Boston Foundation’s community impact goals.

Externally, the Deputy Vice President and Director will build strong and productive relationships with donors and prospects throughout the region, leveraging a comfort level with and sensitivity to connecting with a broad range of constituencies, including high-net worth individuals, community members, and corporate/foundation leaders. They will engage and inspire donors through compelling storytelling and authentic relationship development.

Internally, the Deputy Vice President and Director’s work includes managing the strategic direction as well as the day-to-day operation of the Boston Foundation’s comprehensive campaign, coordinating high-level campaign activity and cultivating effective collaboration across all functions within Development and Donor Services, Communications, Program, Finance, and the Office of the President.

Reporting to the Senior Vice President of Philanthropy and Chief Development Officer, the Deputy Vice President and Director will serve as a vital thought partner in informing the Foundation’s overall fund development strategy, with a primary focus on external-facing responsibilities. In addition, the Deputy Vice President and Director will serve as back up to the Senior Vice President of Philanthropy in all matters, including departmental oversight, strategic direction, donor cultivation, and management of staff in her absence.
Key Responsibilities

External and Donor-Focused:
- Effectively communicate and present campaign goals and strategies, serving as an inspiring storyteller and compelling messenger for the Boston Foundation’s new pathway and impact goals
- Identify, cultivate and solicit gifts for the Boston Foundation from the existing donor and prospect pipeline, donor advised fund holders, and other community members
- Manage relationships within their own portfolio of prospective campaign donors
- Partner with staff and Board leaders to position them for effective engagement with donors and prospects
- Coordinate and support other team members in advancing their portfolios

Internal Leadership and Collaboration:
- Work collaboratively with colleagues to implement the campaign plan, aligning people and processes as needed to ensure the Foundation’s campaign meets its interim benchmarks and long-range goals
- Work hand-in-hand with Marketing and Communications to design and oversee marketing and outreach strategies
- Support the development and growth of co-investment opportunities to deepen engagement and meaningful collaboration between the Boston Foundation and donors
- Serve as a thoughtful and engaged leader within the Development and Donor Services (DDS) team, offering an entrepreneurial, problem-solving mindset
- Monitor and analyze data within the Salesforce database toward achieving annual and long-range fundraising targets, providing oversight of moves management and accurate reporting to inform the campaign strategy
Candidate Profile

The ideal candidate will demonstrate the following competencies and attributes:

**Fundraising Leadership with Campaign Experience**
- At least 10 years of significant fundraising or related work experience that demonstrates highly sophisticated strategy and relationship-building abilities
- Prior success in leading or contributing to campaign management, with an understanding of how to develop, implement, and refine campaign strategy
- Demonstrated success in working with high-net-worth donors and soliciting, closing, and stewarding major gifts donors

**Strategic Orientation with Ability to Lead for Results**
- Ability to set a vision and motivate a wide range of participants around short- and long-term goals, with an eagerness to build and grow
- Excellent planning skills, with the ability to move a team from vision to results by providing effective project management, monitoring and evaluating data, and bringing a continuous learning orientation to ongoing refinement or adjustment

**Alignment with the Boston Foundation Mission and Values, Including Cross-Cultural Fluency**
- Deep commitment to the Boston Foundation’s equity-centered strategy
- Demonstrated ability to partner with a diverse range of communities and constituencies, partnering through humility, generosity, and authenticity
- Leadership and relationship-building style that demonstrates an appreciation for representative voices, lived experiences, and diverse opinions
- A deep awareness and understanding of the Boston community, including connections to community-based organizations and leaders, is considered a strong benefit
- Desire and ability to contribute to a diverse workplace and an inclusive culture where all feel safe, welcome, visible, respected, supported, and valued
- Appreciation for and a keen understanding of the dynamics of a community foundation

**Collaboration and Influence**
- Ability to build effective relationships across a wide range of internal colleagues and functional areas, with a track record of aligning executive leadership, Board, and finance, program, and marketing and communications colleagues around developing and implementing strategies
- Ability to engage external community members, donors, and partners to be part of shared goals and initiatives through careful listening and compelling communication skills
- High level of emotional intelligence, demonstrating the ability to understand and respond to the motivators and needs of a wide range of constituents and communities
People Leadership and Organizational Management

- Demonstrated success in managing team members both directly and indirectly, with a professional and mature interpersonal work style
- Experience in supporting growth and development for staff, both individually and as a cohesive team
- Solutions-oriented approach to working with colleagues to solve problems and adapt to change; willingness and ability to take on whatever role or task is needed to advance the team’s work
- Participatory style, with the ability to serve as both a leader and a team player and to provide and receive feedback

Compensation & Benefits

The salary range for this role is $200,000 - $230,000, with a generous benefits package.
Contact

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Maureen Alphonse-Charles and Kirstin Griffiths of Koya Partners have been exclusively retained for this search. To express interest in this role please submit your materials by filling out our Talent Profile or email Kirstin Griffiths directly at kgriffiths@koyapartners.com. All inquiries and discussions will be considered strictly confidential.

Koya Partners is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email NonprofitSearchOps@divsearch.com. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

The Boston Foundation believes that one of the great strengths of the Greater Boston community is the rich diversity of its residents in race, religion, national origin, ethnicity, sex, sexual orientation, gender identity, genetic information, age and physical abilities. The Foundation seeks to enhance and support that diversity, not only by its grant making, but also by adopting and implementing employment policies and practices designed to recognize and respond to such diversity.

The Boston Foundation is an Equal Opportunity Employer. We encourage applications from people with diverse backgrounds and experience.

About Koya Partners

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

For more information about Koya Partners, visit https://diversifiedsearchgroup.com/koya-partners/.